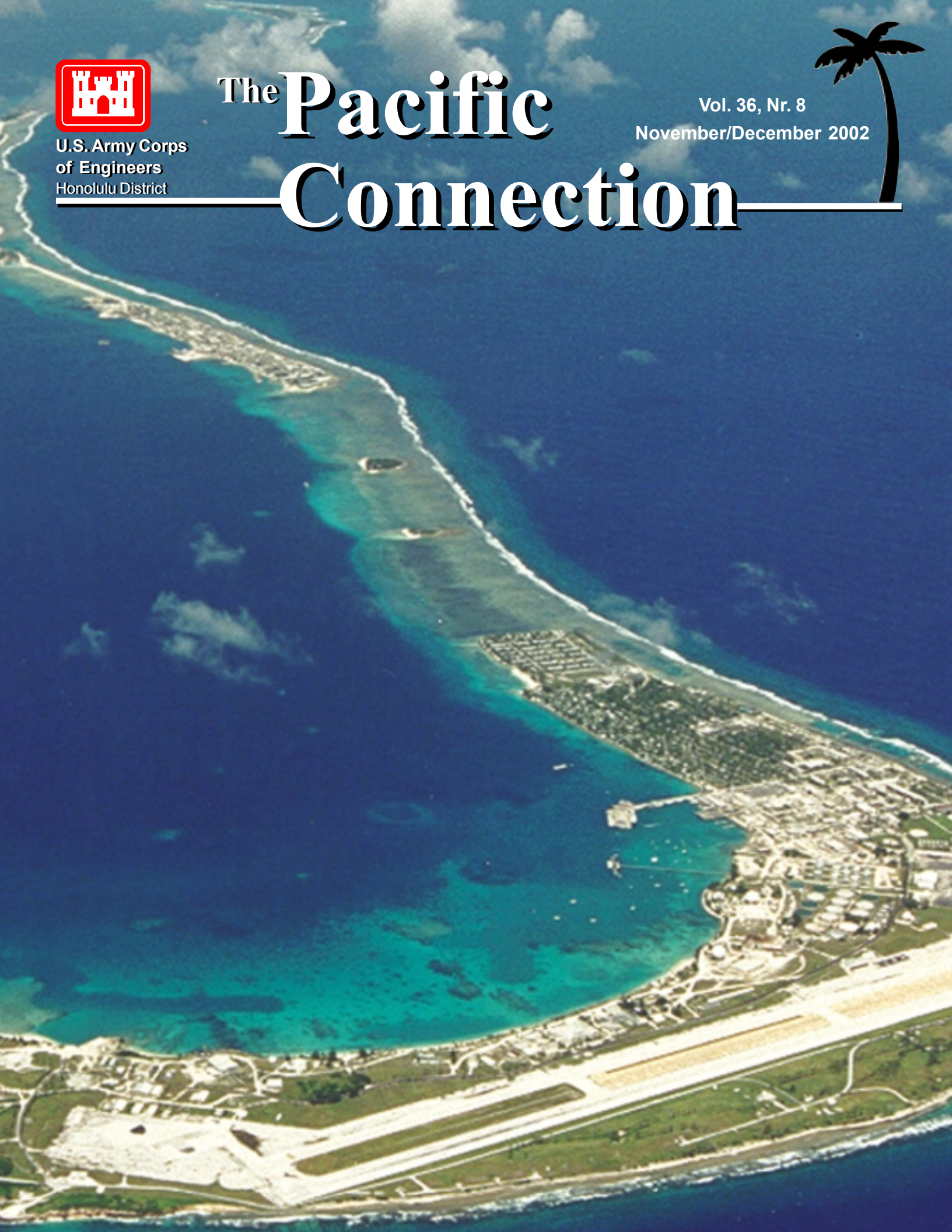




U.S. Army Corps
of Engineers
Honolulu District

The Pacific Connection

Vol. 36, Nr. 8
November/December 2002



Commander's Comments

“

RLDP participants will grow and learn. They will develop valuable leadership skills certain to be in demand.

”

RLDP is an exciting opportunity



By Lt. Col.
David C. Press
POH Commander

My topic for this issue is the exciting new POD Regional Leadership Development Program or RLDP. The POD RLDP is a comprehensive, six-level program that supports the Army, Corps and POD Visions. The RLDP provides every employee with a foundation of knowledge about the Corps and addresses the critical need to develop both present and future Corps leaders.

The RLDP succeeds our District Leadership Development Program, but the effort we put into our LDP gives us a headstart on the POD program.

The first level of the RLDP is called Basic Training and Orientation. It is mandatory and every District employee will complete it

during the next six months. The requirements to complete this first level include: CorpsPath, the Project Management Business Process curriculum, the Corps' Business Process Regulation, ER 5-1-11, and learning about the Environmental Operating Principles and the Corps' transformation to a Learning Organization.

Almost all of us have completed CorpsPath and we are well on our way to completing the PMBP curriculum, the two most demanding requirements of the Basic Training and Orientation phase of the RLDP. We also are familiar with the Environmental Operating Principles. Training sessions early next year will familiarize you with ER 5-1-11 and the Learning Organization and you will have plenty of opportunities to attend both.

The remaining five levels of the RLDP are competitive. Selection of participants for the second and third levels, the Leadership Assessment and Team Leadership, will be at the District level. POD will make the selection for the top three levels, called Regional Leadership 1, 2 and 3.

The competition, particularly at the regional level, will be intense. The commitment of the individuals selected, and of the District, will be substantial. Higher-level participants will attend a variety of challenging leadership and management courses, complete extensive reading and writing assignments, and participate in complex practical exercises and RLDP projects. District leaders at all levels are committed to the RLDP's success. They will serve as coaches and mentors to the participants.

Though the pace will be demanding, the benefits for those selected, and for the District, will be substantial. RLDP participants will grow and learn. They will develop valuable leadership skills certain to be in demand. At the same time, their increased knowledge, training and skills will benefit Honolulu District.

The cutoff date for submitting applications for the RLDP Leadership Assessment, Team Leadership and Regional Leadership 1 (Regional Leadership 2 and 3 are being developed) is December 12. By the time you read this, that deadline may have already passed. However, if that is the case, you can certainly start preparing for next year. Read the books and do the writing assignments and you will increase your chances of future selection.

As POD commander Brig. Gen. Ronald Johnson said when he kicked off the program, the RLDP is critical to ensuring the Corps' future relevance. I am convinced it is a win-win program that will help us ensure our future is as bright as our past. I want each employee to discuss the RLDP with his or her supervisor to see how the program might fit into your future.

In closing, the holiday season is upon us, and I encourage you to spend time with your friends and families and recharge your batteries during this festive season. Though this is a joyful time for most of us, it can be dangerous. Whatever you do, please do it safely. I value all of you as employees and as individuals and I wish you all the best. Next year promises to be an exciting one, filled with challenges and opportunity, and I look forward to working with you to continue serving the Army, our other military services, the people of Hawaii and the Pacific and our nation.



On the cover

The remote island of Kwajalein is home to the Honolulu District's Kwajalein Resident Office (KRO), whose employees live and work nearly 2,100 miles from the District's headquarters in Honolulu. Stories and photos of the work they do, pages 3, 6-9.

—U.S. Army photo

The Pacific Connection, an unofficial publication authorized by AR360-1, is a periodical produced by the Public Affairs Office, Honolulu District, U.S. Army Corps of Engineers, Fort Shafter, HI 96858-5440. Telephone (808) 438-9862. This command information publication is for employees and others who request it in writing. Contents are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Army. Circulation: approximately 1,100.



This newspaper is printed on recycled paper.

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Kwaj cold storage facility soon to be reality

By Michelle Cain

The Honolulu District's Kwajalein Resident Office is managing the construction of a \$9.5 million cold storage warehouse on Kwajalein, following a ground-breaking on August 16. The contract was awarded to Dick Pacific Construction Company, Ltd., of Guam in April. Work is expected to be completed by December of 2003.

"We are excited to be working with Dick-Pacific Construction again," said Louis Askew, Honolulu District's Kwajalein Resident Office Resident Engineer, "as they were selected as the USACE Military Construction Contractor of the Year 2000 for their exceptional performance during the construction of the National Missile Defense Launch Test Facilities, Meck Island, U.S. Army Kwajalein Atoll."

The 22,000 square-foot facility nearly triples the size of the existing warehouse. It will house two freezers and five chill rooms with varying temperatures, and will allow

the operation of forklifts inside. An ice dispensary will be available for customers 24 hours a day.

"We have a good design, good contractors, and good construction office," said Rodney Leong, Honolulu District project manager.

Also included in the contract is \$1 million in repair work to water tanks at the Water Treatment Plant. This includes repairing leaks to three water tanks, two of which contain potable water.

The project was originally approved by Congress for fiscal year 1992. It became unfunded, but was once again approved and made it into the FY 2002 funding package.

"The project has come a long way since 1992," said Leong. "It required great teamwork and we're looking forward to working with Dick Pacific again."

"For the past ten years, the USAKA



Dave Smith, project manager for Dick Pacific, speaks at the ground-breaking ceremony. Seated are, from left, Lou Askew and Rodney Leong, Honolulu District, and Col. Jerry Brown, USAKA commander. —Kwajalein Hourglass photo by Jim Bennett

(U.S. Army Kwajalein Atoll) DPW (Directorate of Public Works) and Honolulu Engineer District staffs worked hard to bring this project to fruition," said Col. Jerry Brown, USAKA commander. "I congratulate the two staffs in their persistent pursuit to make this project happen."

District project outlook good for 2003

Project	Est.Contract Amount	Project	Est.Contract Amount
Military Construction			
Install Flightline Security Fencing - PH 1, HAFB	\$1 - \$5M	Upgrade Fire Protection, Bldg. 525, Fort Shafter	Under \$1M
Whole Bks Renewal - PH 3A (Quad C), SB	Over \$10M	Parking Lot/Landscaping, Bldg. 578, SB	Under \$1M
Replace Life Skills Clinic, HAFB	\$1 - \$5M	Widen Kolekole Ave., SB	Under \$1M
Whole Bks Renewal -PH 2C (I-J-K Area) SB	Over \$10M	Repair Pool, Bldg. 301, TAMC	Under \$1M
Install U/G Primary Electric, AMR	Over \$10M	Construct Visitor Control Ctr, TAMC	Under \$1M
Child Development Center, AMR	\$1 - \$5M	Repair Bldg. 43, Kilauea Military Camp	Under \$500K
Install U/G Telephone Structures, AMR	\$1 - \$5M	Repair Water Line, Bldg. 36, Kilauea Military Camp	Under \$500K
Renovate Bldg. 128, Fort Shafter	\$1 - \$5M	Repair Fitness Ctr, Bldg. 33, Kilauea Military Camp	Under \$500K
Renovate Bldg. 132, SB	\$1 - \$5M	Convert Flagler Rd. to Two-Way, SB	Under \$500K
Renovate Bldg. 500, SB	\$1 - \$5M	Construct Median Island, Kolekole Ave., SB	Under \$500K
Renovate Bldg. 672, SB	\$1 - \$5M	Construct/Landscape General's Park, SB	Under \$500K
Renovate Bldg. 678, SB	\$1 - \$5M	Replace/Modify Fire System, Bldg. 835, WAAF	Under \$500K
Renovate Bldg. 687, SB	\$1 - \$5M	Install Fire Suppression System, Bldg. 110, WAAF	Under \$500K
Renovate Nehelani Club, Bldg. 750, SB	\$1 - \$5M	Civil Works Construction	
Misc Repairs to Richardson Pool, SB	\$1 - \$5M	Kahului Small Boat Harbor, Maui	\$1 - \$5M
Replace Solar Panels & Bldg. 578, SB	\$1 - \$5M	Kaunapali Harbor, Lanai	Over \$10M
Rpl Transformer & Switchgear, Castner Substa, SB	\$1 - \$5M	Kikiaola Small Boat Harbor, Kauai	\$5 - \$10M
Reconfigure Intersection, Fort Shafter	Under \$1M	Environmental Cleanup Projects	
Repair Electric Service to Bldg. 118, Fort Shafter	Under \$1M	Unexploded Ord (UXO) Cleanup, Waikoloa, Hawaii	\$5 - \$10M

Insight: The greatest good you can do for another is not just to share your riches but to reveal to him his own. —Benjamin Disraeli

Employees

September



Dan Meyers

Nomination: Dan is the Technical Manager of the Honolulu District's (POH) Civil Works Inspection of Completed Works (ICW) Program. He has the responsibility to manage and conduct the annual inspection of 50 projects under the Rehabilitation Inspection Program (RIP), which includes 14 federal and 13 non-federal flood control projects, and 23 shore protection projects. Dan also has the responsibility, under the Civil Works O&M Project Condition Survey (PCS) Program, to annually inspect the District's 24 navigation projects, to ensure that the coastal protective structures (breakwaters, revetted moles, wave absorbers, groins, jetty structures, etc.) at these projects continue to function as originally designed.

Dan has the responsibility for some 74 civil works water resources projects in the District. He routinely coordinates with local sponsors to arrange joint field inspections, discuss project maintenance requirements, and follow up inspections, if required.

He also serves as POH and POD's dive coordinator. Since Dan took over this task in 1995, POD has not experienced any injuries or fatalities related to diving. Dan's continued dedication to his work and his customer care over the years warrant special recognition.

September



Jeanne Tam

Nomination: Jeanne is the secretary in Office of Counsel. She is energetic and always eager to help co-workers and customers alike. Her enthusiasm for her work and the Corps is infectious and helps to create a harmonious and jovial atmosphere within the office. That harmony spreads beyond the office into the entire District.

This month she exceeded her own high standards by not only accomplishing her own secretarial functions with excellence, but working beyond her duties for many tireless hours in support of several exhaustive briefs which had short suspenses. Because of her efforts, these complex legal documents were timely filed, in defense of multi-million dollar claims against the United States. Even when she has a huge pile of her own tasks to complete, Jeanne is always willing to stop and help with any problem.

She uses her expertise in CEFMS to get training requests and travel orders done in short order. Nobody could take her place. Her hard work and expertise is of tremendous value, but it is her broad smile and great attitude that always makes one feel welcome and part of a great organization. She is a model employee - has been for over 35 years - and hopefully will be for the foreseeable future.

Tolerance:

The test of courage comes when we are in the minority. The test of tolerance comes when we are in the majority. —Ralph Sockman

of the Month

September



Chuck Streck

Nomination: Chuck has the complex assignment of being the Project Manager for the Waikoloa Formerly Used Defence Site (FUDS) project, a project that has a cost-to-complete estimated at \$600 million. Faced with a small budget, Chuck has taken extraordinary measures in forming and chairing a Restoration Advisory Board with the local residents to keep people informed of the project, interfacing with local county officials and briefing our Congressional delegation on the status of the project.

Chuck has worked tirelessly with the local community in outreach efforts at the schools to educate children on how to recognize unexploded ordnance (UXO), and with police and fire department officials so that they may provide assistance in emergency situations.

Chuck is working with developers as well to provided UXO support for construction projects. In addition to all of this, Chuck is closely coordinating with POD and HQUSACE to increase our FUDS budget. Chuck has shown great expertise and forethought in carrying out his mission.

October



Valerie Lee

Nomination: Valerie is team leader of the Military Programs Section, Programs and Project Management Division (PPMD). Throughout the month of September, Ms. Lee managed the return to customers of all unobligated expiring reimbursable funds in time for reprogramming to other projects, thereby delighting customers.

She intensively monitored obligations funded with closing appropriations and ensured that all those not in litigation were cleared by fiscal year end.

In addition, she successfully managed PPMD's Departmental Overhead (DOH) account to within the allowable nominal balance range. At the same time, Ms. Lee studied for and passed a series of examinations required to become a Certified Defense Financial Manager.

Val's continued dedication to her work and her career makes her a valued asset to the Honolulu District.

See "Employees of the Month", page 11

Inner peace:

If you want a kinder world, then behave with kindness; if you want a peaceful world, make peace within. —Dan Millman



Kwajalein's man-made turtle pond is just one of the unique features found on this remote island.

Living and working in a remote location offers a unique lifestyle for Honolulu District employees at the...

Kwajalein



Anyone needs a reminder of just how far away Kwajalein is from the nearest major cities, they need only look at the mileage sign in front of the airport.

**Story and photos by
Michelle Cain**

Paradise.... For nearly 2,000 residents of Kwajalein, an island 2,100 miles southwest of Honolulu, this is as close as it gets.

Kwajalein Island is the largest of the nearly 100 islands situated on Kwajalein Atoll, a coral reef formation shaped like a crescent loop enclosing the world's largest lagoon with a surface area of 1,100 square miles. Kwajalein Atoll is part of the Republic of the Marshall Islands (RMI).

The U.S. Army Kwajalein Atoll/ Ronald Reagan Ballistic Missile Defense Test Site (USAKA/RTS) is a government-owned, contractor-operated installation consisting of a small number of government military and civilian personnel and a large population of contractors. Because the island is not open to the general public, visitors must either have official business or be the guest of a resident. In either case, in-processing is required upon arrival and a security badge is issued. USAKA leases eight of the islands in the Atoll from the RMI with primary operations on the islands of Kwajalein, Roi-Namur, and Meck.

Eight of the government civil service personnel on Kwajalein are Honolulu District employees who make up the Kwajalein Resident Office (KRO).

They say the positive aspects of living and working on this 1.2-square-mile island in the middle of the Pacific Ocean far outweigh the difficulties sometimes encountered.

Beverly Vencill, KRO secretary, has called Kwajalein home for 11 of the past 19 years, with an eight-year break in the middle. "It's a very stimulating place," she said. "I feel we (USAKA/RTS) are the wall that keeps the bogeyman away from the things I love on the mainland. We stand between what could be our worst enemy and disaster for our country."

Administering the construction contracts for USAKA presents many unique challenges, according to Lou Askew, Resident Engineer, Kwajalein. "The environment is very corrosive and we are so remote. Things that are taken for granted on the mainland and even in Hawaii can present major logistical challenges here. Because the islands are so small we are limited in the number of contractors that can work here. Costs of construction are significantly affected."

"The work we do here is very interesting," said Marty Olson, Construction Representative. "We're building things that have never been built before. The work is exciting, never repetitious."

Olson was the ConRep on the one-of-a-kind Launch Test Facilities project built on Meck Island in 2000, for which he was awarded a Superior Civilian Service Award.

n Resident Office

The working conditions also appeal to Darlene Duarte, Procurement Technician. "We get to work independently, but be part of a team also. I get to do a lot of the work that I've been trained for."

She cites having the opportunity to work closely with her husband, Jesse, as another positive aspect of living on a small island.

Jesse Duarte, Civil Engineer and Contracting Officer's Representative (COR), enjoys the historical importance of the island. "This place has a lot of history dating back to World War II."

The islands were under Japanese control until they were occupied by the U.S. toward the close of World War II. In 1944, battles were fought for the capture of Kwajalein and other islands in the chain.

The importance of the family atmosphere is a common thread among the KRO staff.



Because there are no privately owned vehicles on Kwajalein, most residents use a bicycle to get around the island.

George Lum, Construction Representative, said everyone is "just like one big family on Kwaj."

"It's an excellent place to raise children," said Olson. "The schools here are top-notch. It's a good family environment."

Right: Remnants of World War II battles are visible in many places on Kwajalein, and on the nearby island of Roi Namur.



Spotlight on POH

Kwajalein Resident Office

*Spotlighting an office that is helping make the Honolulu Engineer District
"The Best Place for the Best People to Work"*

Interview and photos by Michelle Cain

I recently had the opportunity to travel to Kwajalein to spend some time with the Honolulu District's Kwajalein Resident Office. I talked with Louis Askew, Resident Engineer, about how his organization contributes to the mission of the District.

Pacific Connection (PC): What is the Kwajalein Resident Office (KRO)?

Lou Askew (LA): Kwajalein is a field office of the Honolulu District which has existed since the U.S. Army assumed command of Kwajalein from the U.S. Navy in 1964. In 1972 the Resident Engineer was a lieutenant colonel and his staff numbered 12 people. The size of the office has varied over the years, numbering 22 in 1990. The resident office staff presently consists of a staff of eight personnel.

(PC): What are KRO's responsibilities?

(LA): The mission of the resident office has always been primarily the administration of construction contracts for the U.S. Army Kwajalein Atoll (USAKA) and as such works in close coordination with the USAKA Directorate of Public Works. However, in the past the office has performed quality assurance functions for projects on Ebeye Island, Republic of the Marshall Islands, and Pohnpei, Federated States of Micronesia.

(PC): How does KRO contribute to the Honolulu District's mission and its customers?

(LA): Our District Project Managers



Jesse Duarte, Contracting Officer's Representative (COR) and Lou Askew, Resident Engineer, are two of the seven Honolulu District employees that make up KRO.

are Rodney Leong, military funded projects, and Joe Barboo, International and Inter-agency Services. We also represent the Corps of Engineers here and assist special visitors from Honolulu District and others Corps offices, such as the team from ERDC, Vicksburg, Miss., who will visit here later this month to perform airfield evaluations at Bucholz Army Airfield, Kwajalein Island, and Dyess Army Airfield, Roi Namur Island.

(PC): What is KRO's role in the Project Management Business Process (PMBP)?

(LA): KRO is genuinely proud to be a part of the PMBP process and participate as the construction members of the Project Delivery Team. The KRO staff is currently conducting small group discussions of the courses of the PMBP program. Further, I am told that the USAKA PM and KRO have the

best working relationship of any PM/REO team in Honolulu District.

(PC): What are some of the challenges KRO faces?

(LA): The remoteness of Kwajalein is our biggest challenge. We are located some 2100 miles from Hawaii. Our contractors must bring everything they need with them. If something

is forgotten they will either have to fly it in at considerable expense or place it on the next barge, which could take an entire month. The cost of bringing out a factory technician from the mainland to ensure a special system is functioning properly can be quite costly. The cost of the initial mobilization of a new contractor to Kwajalein is considerable. Due to the special type of projects here, the limited space on small islands, the highly corrosive atmosphere, the limited USAKA budget, and the remoteness, our contractors must be well qualified. This limits our ability to obtain competition from many contractors and results in higher costs of construction than experienced elsewhere. Many USAKA customers are initially surprised at the high cost of construction at Kwajalein.

(PC): How do you ensure that all of your employees are trained and

Forgiveness:

There are times when forgetting can be just as important as remembering, and even more difficult. — Unknown

current in their professional qualifications?

(LA): Initially, individuals are selected for employment with the resident office based on their professional qualifications. Due to the limited housing available on Kwajalein the size of the resident office staff is quite constrained. Three years ago, the electrical and mechanical engineers recruited for the power plant project on the island of Roi-Namur had to be single or unaccompanied and live on Roi-Namur. This greatly affected the number of candidates. To keep each employee current in their professional qualifications each has an Individual Develop Plan which balances the individual's needs with the needs of the office in determining training requirements. While we try to accomplish as much standard training locally with USAKA, each employee typically has one course per year in Hawaii or the mainland.

(PC): How does KRO measure its customer service?

(LA): Honolulu District conducts pe-

riodic written Customer Surveys with USAKA which provides generic feedback. Also, quarterly line item reviews of all project support (both design and construction) to USAKA are held. These reviews are attended by the Honolulu District and USAKA commanders, with the USAKA DPW, and Honolulu District PM and RE. Whenever possible these reviews are done in person, but most often via video teleconference. USAKA

has other options to obtain construction, primarily with their cost plus Logistics Support Contractor. KRO has also been lauded for its administration of an Indefinite Delivery Indefinite Quantity (IDIQ) contract which has resulted in more cost effective, higher quality, and timely construction projects. Through the success of the IDIQ contract, KRO has obtained a significant new work load of renovation projects. Two new IDIQ contracts are scheduled for award in Nov 02 which will provide increased capacity to our customer USAKA.

(PC): How has KRO been recognized for outstanding performance?

(LA): KRO has been fortunate with the USACE Outstanding Military Construction Contractor Award to Dick Pacific Construction, Ltd., for their work on the Launch Test Facilities, Meck Island in 2000. They were also awarded a safety award for this project. Marty Olson of the KRO staff was awarded a Superior Civilian Service Award for his efforts on this project. We also were fortunate with the POD Outstanding Military Construction Contractor Award to J.A. Jones Construction, Inc., for their work on the Power Plant, Roi-Namur Island in 2001. J.A. Jones worked over 500,000 man-hours without a lost time accident; a truly remarkable achievement.



The inner workings of the 13.5 megawatt power plant on the island of Roi Namur are impressive. Honolulu District's Kwajalein Resident Office oversaw the \$38.6 million project.



The IFICS radar building, under the supervision of KRO construction representative Marty Olson, was completed recently. The contractor for the project was San Juan Construction.

Criticism:

In the face of unjust criticism we can become bitter or better; upset or understanding; hostile or humble; furious or forgiving. —William Arthur Ward



Building a strong and healthy workforce

POH HealthWatch

Holiday survival guide: Enjoy the season and still respect yourself come January

**Courtesy of the
American Heart Association**

The holidays can play havoc with your health regimen. With all those treats and feasts, parties, traveling and late nights, healthy habits and good intentions can go right out the window. But the American Heart Association has tools and tips to help you enjoy yourself this season and still respect yourself in the morning.

Heart-healthy eating doesn't have to mean cutting sweets out of your diet. There are plenty of tricks for cutting some fat and calories from your sweet holiday treats - without losing the flavor!

- When cutting fat in a recipe, add sweet spices like cinnamon or nutmeg, or use one and one-half times the amount of spice called for.

- Try doubling the amount of vanilla, or use one and one-half times as much citrus zest or almond extract as the recipe specifies.

- To intensify the rich flavor of chocolate desserts, add one-half to one teaspoon of instant coffee granules to the recipe.

- Instead of a high-fat pie crust, try a meringue shell. Just make sure your bowl and beaters are completely clean so egg whites will whip properly.

Holiday parties can derail the best of plans. Use these simple solutions to stay on track without being a "Scrooge."

- Eat healthy, crunchy snacks like

carrots, celery, walnuts (about 8 halves or ¼ cup) and rice cakes that provide a quick pick me up instead of chips, cookies and sodas.

- Hard and soft pretzels are great low-fat snacks. (Ask for "no butter" and scrape off most of the salt.)

- Choose raw vegetables and fruits and avoid the dips and sauces.

- At buffets, use a smaller plate to take less food.

Join the Simple Solutions program free at americanheart.org/simplesolutions or call 1-888-MY-HEART to learn more simple steps to help all year long.

Looking for the perfect gift for someone who is extra special? More than 4.6 million Americans are stroke survivors. For many, finding the information and resources they need about stroke is a challenge. If you have a stroke survivor in your life, you can make their life easier by giving them a gift subscription to the American Stroke Association's **Stroke Connection Magazine**. This free, award-winning, 32-page color magazine provides information essential to making the best of the health, financial, and emotional impact that stroke makes. Log on to StrokeAssociation.org and fill out the *Stroke Connection Magazine* subscription form.

Walking, jogging, snow skiing, ice skating, aerobic dancing or any other physical activity can help your heart this holiday sea-

son. Use the tips below as part of your daily routine. After all, any exercise moves you toward a healthier heart.

- From holiday shopping, to party planning, to getting out those greeting cards on time, you can still find a convenient time and place to fit in physical activity. Try to make it a habit, but be flexible. If you miss an exercise opportunity, work it into your day another way.

- Use music to keep you entertained while you work out. There's nothing like some upbeat holiday tunes to help keep the body moving!

- 'Tis the season for spending time with family. Share your workouts with a family member, friend or co-worker. Get out and power walk together.

- Keep a record of your activities. Reward yourself at special milestones. Nothing motivates like joining a group to go caroling or calling a long-lost friend!

Look for these tips and more online by visiting the American Heart Association's free fitness Web site, justmove.org.

*If you have been sedentary for a long time, are overweight, have a high risk of coronary heart disease or some other chronic health problem, see your doctor for a medical evaluation before beginning a physical activity program.



Love: Love takes off masks that we fear we cannot live without and know we cannot live within. —James Baldwin

Employees of the Month

Continued from page 5

October



Noriko Salangdron

Nomination: Noriko took on the challenge of becoming the team leader of the Management Analysis Branch when she returned to the Honolulu District over one year ago. She has become both a mentor and teacher to the other management analysts in her branch.

Noriko has made a tremendous effort in the short time she has been in this position to become knowledgeable in all aspects of the programs she is responsible for. One of her more recent successes was the FY03 OPLAN. Noriko assembled the District's input, clarified any unclear issues, and coordinated the draft plan with all District members prior to the off-site conference. As a result, the final draft of the FY03 OPLAN was completed in less than one day.

Noriko always displays steadfast attention to detail, has a thorough knowledge of her job, and is highly professional in all of her actions. She always maintains a pleasant and helpful attitude and has unlimited patience during periods of short suspenses and high stress. Noriko's professional abilities and her positive character traits contribute to making POH "the best place for the best people to work."

Tax forms to be available online

**By Staff Sgt. Marcia Triggs
Army News Service**

Defense Finance and Accounting Service is putting pay information at the fingertips of the military community.

Beginning in January, the 2002 W2 tax forms will be available online through DFAS' myPay system.

A personal identification number is needed to access personal accounts. Service members, retirees and civilian employees who do not remember receiving their PIN or do not remember the number can go to <http://www.dfas.mil/> and click on myPay, which is under the "Money Matters" heading.

Due to security reasons PINs are mailed to the recipients, and it could take from three to seven days to get the number after the request has been made.

"We decided to put the W2 form online because we get a lot of phone calls from soldiers who are deployed, have lost their originals or for some reason need another copy," said Catherine Ferguson, a DFAS spokeswoman.

Troops can concentrate on their mission when they are not worried about pay and benefits, said Dennis Eicher, Electronic Commerce, Military and Civilian Pay Services director. That is why DFAS is providing innovative and reliable tools, he said. Troops can take charge of their pay accounts online, Eicher added.

Some of the other finance actions that can be performed online to date are: purchasing savings bonds, managing allotments, viewing and printing travel vouchers.

Reviewing leave and earning statements online as far back as three months and stopping the delivery of the hard copy is also an option, which can save the Armed Forces money, Eicher said.

If just civilians received their LES statements electronically, the Department of Defense would save more than \$6 million annually, Ferguson said. It costs 34 cents every time a hard copy LES is distributed, she added.

Additional costs can also be avoided by eliminating customer service activities, Ferguson said.

"One of our goals is to allow customers to do online anything that they previously had to stand in line or wait on the phone to accomplish," Ferguson said.

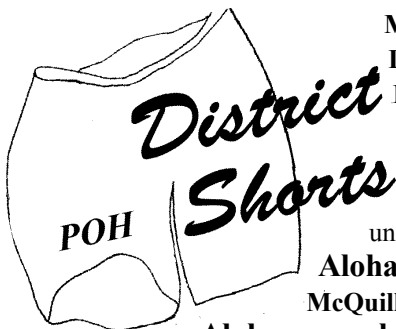
MyPay was formerly known as Employee Member Self Service system. The system changed, but people don't have to change their PINS, Ferguson said.

Customers with questions about myPay can call customer support at 1-800-390-2348, Monday through Friday between 7 a.m. and 7:30 p.m. EST.

True beauty:

People are like stained-glass windows. They sparkle and shine when the sun is out, but when darkness sets in, their true beauty is revealed only if there is a light from within. —Elisabeth Ross

Aloha means hello to Lucia Gonzalez, contracting division, who comes to us from Japan District. **Aloha means hello** to Pamela Hayes, Executive Office, Administrative Support Assistant. **Aloha means hello** to Cpt. Richard



McPhillips and Cpt. Damon Delarosa, who have joined the District temporarily as part of the Officer Intern Program. **Aloha means hello** to Sgt. Dave Steele, EC-D, who is with us under the NCO Intern Program.

Aloha means hello to Timothy McQuillen, Realty Assistant in RE.

Aloha means hello to Gregory Mills, civil engineer with the Palau Resident Office. **Aloha means hello** to Ignacio Borja, Jr., secretary in EC-CF. **Aloha means hello** to Suzanne Matsumoto, EC-M, Administrative Support Assistant. **Aloha means good-bye** to Lily Lee, EC-R, who retired on November 30 after nearly 17 years of federal service. **Aloha means good-bye** to Gene Higa, who has transferred to the Far East District. **Aloha means good-bye** to Paulette Choy, RE, who has ended her temporary position with the District. **Aloha means good-bye** to Milton Nitta, who has transferred to POD. **Congratulations** to Olson Okada on his selection as Chief, DOD Branch, Programs and Project Management Division, GS-14. **Congratulations** to Robert Inouye, EC, who was selected as PACAF's Civilian Project Manager of the Year, Design Agent Category, at PACAF's Environmental and Design Awards luncheon and ceremony October 28. **Congratulations** to Maj. Linda Fischer, POD Provost Marshall, on her selection to participate in the Pacific Century Fellows Program, which encourages and helps develop future island leaders. **A big mahalo** to Malai Tubtim for her hard work as this year's Combined Federal Campaign project officer for Honolulu District. **Mahalo** to all Honolulu District employees who contributed to the campaign, culminating in a total contribution from the District of \$51,761! **Condolences** to the family of Linda Jenkins, PPM, who died unexpectedly on October 15.



The Pacific Ocean Division SB (Super-Burrito) Team shows how it's done as they prepare their table-length contribution to the October Hispanic Heritage and Native-American Heritage event. POD's recipe for success? Three pounds each of hamburger, chorizo sausage and cheese, three cans each of refried beans and black olives, three heads of lettuce, four packages of tortillas and a dozen tomatoes. Providing the labor: Colleen Chamberlain, David Chun, Linda Hihara-Endo, Carol Johiro, Valerie Kidani, Kurtis Kikkawa, Gary Kitkowski, Alex Lau, David Lau, Diane Lau, Laurie Minami, Anita Naone, Nanette Nicolas, Dora Nishihara, Letitia Ponciano-Galapia, Gayle Rich, Helen Stupplebeen, Russell Takara, and Timothy Young. It took ten people, five on each side, to roll the burrito. —Photo by Alexander Kufel

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Adversity: *The sturdiest tree is not found in the shelter of the forest but high upon some rocky crag, where its daily battle with the elements shapes it into a thing of beauty. —Unknown*